

DEPARTMENT OF EVALUATION

GRADUATE TRENDS

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One of the interesting trends we are seeing after three years of the longitudinal study is related to retention. While approximately the same number of graduates and control group members are leaving the Army, what happens to them when they leave is very different. Almost three times as many nongraduates have retired and slightly more than twice as many nongraduates have left government service. So what is happening to AMSC graduates who leave Army? Seventy-one percent of them are going to work in other areas of Department of Defense or government agencies outside Defense. While these statistics account for only the two classes which are matched with control groups for the study, the trend is the same across all classes. AMSC graduates can now be found in Information Services Agency, Defense Finance and Accounting Service (DFAS), Defense Commissary Agency (DeCA), Defense Logistics Agency (DLA), as well as various offices within the Office of the Secretary of Defense.

While some graduates had no choice since their entire agency converted from Army to Defense (DeCA and DFAS), others saw the change from Army to other areas of DOD as a way to expand and use their knowledge. A graduate of Class 91-3 felt AMSC contributed to his move to one of the Air Force's Regional Compliance Offices where he now is the Environmental Program Manager for a 21-state area. "... I firmly believe that AMSC gave me the additional resource management skills, management and Leadership tools, decision-making skills, and communication skills to effectively manage a USAF regional environmental program in hazardous waste that serves six MAJCOMS and 54 USAF installations. ..." While a number of agencies outside Army have expressed interest in sending students to AMSC, DLA has already graduated two employees. So Army is not the only organization which sees the benefits of the type of education AMSC provides.

Does Department of the Army benefit from having AMSC graduates in other areas of DOD? With more consolidation of services, Army can only benefit from having individuals with an understanding of Army systems in positions which will impact on and influence decisions which affect Army and the rest of DOD. Carolyn McKnight, who worked in the Directorate of Evaluation until Jan 95, is now with the Deputy Assistant

Secretary of Defense (Civilian Personnel). Her job involves developing policies for the entire Department of Defense in the areas of training and career development. To accomplish this mission, Carolyn attends numerous meetings each week with representatives of the services and defense agencies. She reports finding several AMSC graduates at every meeting she attends. When you consider there are just over 2,000 AMSC graduates, this would seem to indicate that while you are few in numbers you are making a large impact on the future of the Army and DOD.

CYBERHELP

As many of you know, AMSC is not exactly state of the Army in the way of automation. We still do not have a LAN but many of us are discovering ways to navigate the information superhighway without the latest technology. If you haven't tried exploring the INTERNET yet, you should. There is a wealth of valuable information available at your fingertips. In fact, information about AMSC was recently featured in the opening messages of the Training Forum on OPM MAINSTREET.

Once AMSC has a LAN up and running, the Directorate of Evaluation plans to administer student surveys via the LAN rather than the old paper and pencil method. Eventually we hope to expand this method as an option for graduate surveys. In the meantime, I am interested in exploring ways to administer surveys electronically, probably via e-mail. While it is simple enough to develop a survey and electronically mail it out, is there a way for individuals to complete the survey without have to download? While many of us download items on a regular basis, this can produce significant stress for others. And even more stress when you have to upload it for return. If you have any ideas on how I can accomplish something like this (and can explain it in layman's terms), drop me a note a HENDERSD@PENTAGONHQDADSS.ARMY.MIL or you can use the old fashioned way and call me at DSN 655-4707. Any ideas will be greatly appreciated.

